

OCHR FactSheet

Questions Regarding FCIP and Pathways

Issued: January 13, 2011

STAFFING

FCIP: Federal
Career Intern
Program

This Fact Sheet:

- Answers questions regarding the impact of changes to FCIP on current employees
- Describes the new Pathways Program

Frequently Asked Questions

1) I'm an intern. How do I know if I'm an FCIP employee?

If you are not sure whether you are an FCIP employee, contact your intern coordinator or your local HRO for assistance.

2) Does the President's Executive Order mean that all FCIPs are off of probation as of March 1, 2011?

No. Current FCIPs will be converted to the competitive service on March 1, 2011. The following table provides examples of how prior service in FCIP counts toward probationary period requirements:

Conversion of FCIP Employee	Probationary Period Requirement
An individual with less than one year of service in FCIP	Must serve the balance of a one-year probationary period in the competitive service (with the 1 year running from the date of appointment to the FCIP)
An individual with less the one year of service, that includes both FCIP and other prior eligible Federal service	Must serve the balance of the one-year probationary period in the competitive service (with the 1-year running from the date the eligible Federal service began)
An individual with at least one year of service in FCIP	Will have completed probation upon conversion to the competitive service on March 1, 2011 and no additional probationary period is allowed or required

3) I'm an FCIP employee. Do I need to apply for my job again?

No. The Executive Order specifically states that FCIP employees who are serving on March 1, 2011 will be converted to the Competitive Service. The employee need not do anything to make this happen.

4) What does converting to the Competitive Service mean to me as an employee?

Employees in the Competitive Service may move from one position to another or one agency to another agency without going through the OPM competitive hiring process. Excepted Service employees often do not have this flexibility; however, many Excepted Service appointments may lead to a position in the Competitive Service, such is the case of FCIP.

5) What is the difference between Excepted Service and Competitive Service?

The Competitive Service refers to Federal employment that uses Office of Personnel Management's (OPM) competitive hiring process, including Veterans' Preference rules. This means that OPM, or an agency delegated by OPM, conducts a competitive evaluation and rates the job candidates. The Excepted Service is comprised of positions and agencies that are not required to use OPM's competitive hiring examination process.

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6) Will converting from FCIP impact my salary/benefits?

No. The President's Executive Order also states that upon conversion to the Competitive Service, employees will not have a loss of pay or benefits.

7) Will converting from FCIP impact my development plan/career ladder?

The Executive Order does not require any changes to existing development plans nor does it change any career ladders. After March 1, 2011 employees can expect to continue in their developmental process and receive career ladder promotions when approved by their supervisors.

8) I have not completed my FCIP. Will I be allowed to finish the program and graduate?

Yes, you will be converted to a competitive appointment on March 1, 2011. There should be no change to your developmental program.

9) I have a friend who's an FCIP employee in the Army. Do the same rules apply to him?

Yes. The Army, Air Force, and Department of Navy are all aligned with the President's Executive order and have issued similar guidance.

10) Once I am converted out of FCIP am I eligible to apply to other federal positions claiming former service?

Once you are converted to the Competitive Service you may apply for other positions in the Federal service. In some instances, there may be a 90-day waiting period after March 1st. For example, the waiting period may apply if you are moving to a different line of work or to a different geographic location. A different line of work is typically to a different occupational series.

11) I am currently an FCIP employee, will still have a job after March 1, 2011 (when FCIP is repealed)?

Yes, if you have already been hired and are on the rolls of the organization on or before 28 February.

12) I just started as an FCIP employee and still have 2 years to go in my program. Will I convert to the Pathways Program?

No. On March 1, 2011 you will be converted to the Competitive Service. Your career ladder and developmental plan should not change as a result of this conversion.

What is the Pathways Program?

The Pathways Program consolidates student and recent graduate programs with three clear program paths tailored to recruit, train, and retain well-qualified applicants. The three programs that make up Pathways are:

- a) Internship Program targeting students enrolled in a wide variety of educational institutions
- b) Recent Graduate Program targeting recent (within two years and within six years for veterans) college graduates and other qualifying institutions;
- c) Presidential Management Fellows (PMF) Program targeting those with advanced degrees